



## ADVERTISEMENT OF VACANCY

Job Title: **Head of Sales and Trading**

Department: **Sales & Trading**

Reports To: **Chief Executive Officer**

Supervision: **Sales & Trading team**

### Role Overview

The Head of Sales and Trading is responsible for leading and managing the sales and trading division within AIB-AXYS Africa Limited. This role involves overseeing trading operations, managing client relationships, driving revenue growth, ensuring regulatory compliance, and implementing strategic initiatives to optimize market positioning.

### Duties & Responsibilities:

The duties and responsibilities of the Job holder will be but not limited to the following;

#### 1. Sales Management:

- Lead the sales team in onboarding high-value clients, including institutional investors and funds.
- Drive sales for the business to meet annual revenue targets for all product lines (equities, fixed income and funds) of the business.
- Drive business development initiatives/projects to attract and retain new clients.
- Responsible for developing and executing trading strategies in line with the overarching strategy for the Business Unit.

#### 2. Strategic Leadership:

- Develop and execute the sales and trading strategy in alignment with the company's goals.
- Identify growth opportunities in global and regional markets to expand the brokerage's positioning and market share.
- Set key performance indicators (KPIs) and track performance to ensure their achievement across the team.

#### 3. Trading Oversight:

- Oversee all trading activities, including equities, fixed income, derivatives and funds.
- Monitor market trends and ensure the team capitalizes on emerging opportunities.
- Mitigate risks by maintaining compliance with internal risk frameworks and external regulations.



#### 4. Client Relations:

- Build and maintain strong client relationships to ensure long-term partnerships.
- Act as a key point of contact for high-profile clients and large accounts.
- Oversee the delivery of superior client service, ensuring prompt resolution of client issues.

#### 5. Team Management:

- Train and mentor sales and trading professionals to build a high-performing team.
- Foster a collaborative, result-oriented work culture.
- Conduct regular performance reviews and provide actionable feedback.

#### 6. Compliance and Risk Management:

- Ensure all sales and trading activities comply with relevant regulatory requirements.
- Collaborate with the compliance and risk teams to maintain a strong governance framework.
- Identify and address potential operational risks.

#### Required qualifications

- i. Bachelor's degree in finance, Economics, Marketing, Business Administration, or related field.
- ii. 5+ years of experience in sales, trading, or capital markets, with at least 2 years in a leadership role.
- iii. In-depth knowledge of financial instruments, trading platforms, and market dynamics.
- iv. Strong understanding of regulatory and compliance frameworks governing the financial markets.
- v. Strong understanding of Fund Management (local and off-shore) and the frameworks and fundamentals driving them.

#### Skills and Attributes

- Excellent communication, leadership, and interpersonal skills.
- Proven track record of achieving sales targets and driving team performance.
- Ability to work in a fast-paced and dynamic environment.
- Creative, innovative mindset, with the flexibility and work ethic to take on diverse tasks.
- Strategic thinker with a results-driven mindset.
- Ability to thrive in a fast-paced, high-pressure environment.
- Analytical and detail-oriented, with strong problem-solving capabilities.
- Strong client-facing and interpersonal skills.

Applications done via <https://forms.gle/ZXEufVcTmGgYrgLZ9> on or before **25<sup>th</sup> February, 2025**.